REPORT

OF THE NOVA SCOTIA

ADVISORY GROUP ON RACE RELATIONS

Halifax

September 1, 1991

Sept. 1, 1991

Hon. Gerry Weiner
Minister of Multiculturalism and Citizenship

Hon. Joel Matheson, Q.C.
N.S. Minister Responsible for the Administration of the Human Rights Act

His Worship Ron Wallace
Mayor of Halifax

Community at Large

In the wake of a disturbing incident in Halifax in mid-July, and responding to a number of long-standing Black community concerns, a meeting between community representatives and government representatives was convened on July 26, 1991.

At that meeting, an initiative proposed by the Hon. Gerry Weiner and concurred with by Hon. Joel Matheson, His Worship Mayor Wallace and community representatives was adopted.

It was decided that a group representing the three levels of government and the Black community would be formed for the purpose of recommending a plan of action to accelerate the movement toward the elimination of racism and racial discrimination in Nova Scotia.

The group was given a 30-day mandate to complete its considerations (August 1–September 1). Throughout the month of August, the Advisory Group on Race Relations worked intensely. The Group consulted with a cross section of people who provided input pertinent to the topics considered by the Group.

The Advisory Group on Race Relations is very grateful to everyone who contributed their time and energy to this project. The Advisory Group also wishes to thank the municipal, federal and provincial governments for the provision of support staff and services that enabled the Group to meet its challenging deadline.

The Advisory Group presents this report of its findings confident that its recommendations will make a difference to the issue of racism in Nova Scotia and calls upon everyone who is in a position to consider and act upon its work to do so quickly.

We realize that this is not the first report to be produced on this issue. However, given recent events in Nova Scotia and other parts of Canada, we have approached our work with a sense of the seriousness and urgency of the matters at hand.

The Advisory Group therefore respectfully requests that groups upon whom these recommendations have an impact respond to this report within 30 days of its release.

Respectfully submitted,

Carolyn Thomas, Advisory Group Chairperson
Province of Nova Scotia

Archy Beals
Black Community Member

Rev. Oguen Ohanaka
Black Community Member

John Dennison
Office of the Federal Minister
of Multiculturalism and Citizenship

Mildred Royer
City of Halifax

Ken Hudson
Black Community Member

Dolly Williams
Black Community Member

Allister Johnson
Black Community Member

Cecil Wright
Black Community Member

Alma Johnston
Black Community Member

Janis Jones-Darrell
Black Community Member

TABLE OF CONTENTS

BACKGROUND	1
MEMBERSHIP	1
STATEMENT OF MANDATE	2
METHODOLOGY	2
RECOMMENDATIONS	3
CONCLUSION	21

BACKGROUND

In the early morning hours of Friday, July 19, 1991 a disturbance developed at a downtown Halifax nightclub.

The incident focused attention on the frustrations of the Black community regarding the impact of racism. Not only were there immediate concerns regarding admission to nightclubs and bars, but there were also long-standing concerns such as employment, housing, education, and police-community relations.

During the following week, numerous meetings were held in an attempt to prevent a repeat of the July 19 incident and, more importantly, to begin to identify mechanisms for longer term responses. These meetings involved a wide cross section of individuals and organizations including Black community organizations, the Warden of Halifax County the Mayors of Halifax and other metro municipalities, the federal and provincial governments and other concerned citizens. In addition, more than 1,000 people participated in a march and rally to underline the need for united action on combating racism.

At a meeting on July 25, the three levels of government and Black community representatives agreed to the formation of a tri-level committee to develop a plan of action to deal with racism and racial discrimination for consideration and implementation by government, the community, businesses and other sectors of society.

In light of the urgency of the matters involved, the group accepted a one month mandate (August 1 to September 1) in which it would be expected to assess the current situation and make recommendations.

MEMBERSHIP OF GROUP

The three governmental representatives named to the group were John Dennison, Senior Race Relations Advisor to the Honourable Gerry Weiner, Federal Minister of Multiculturalism and Citizenship; Carolyn Thomas, Co-ordinator/Affirmative Action, the Nova Scotia Human Rights Commission; and Mildred Royer, Director of Employee Relations, City of Halifax.

The Black community representatives were Archy Beals, Ken Hudson, Alma Johnston, Allister Johnson, Janis Jones-Darrell, Rev. Ogueri Ohanaka, Dolly Williams and Cecil Wright.

STATEMENT OF MANDATE

At its first meeting on August 1, 1991, the group adopted the name Advisory Group on Race Relations. It affirmed as its mandate "to recommend a plan of action that governments and the community should take toward eliminating racism and racial discrimination as it affects Black people in Halifax and across Nova Scotia." The decision not to restrict the work of the Advisory Group to Halifax was made in recognition of the fact that racism is an issue not just in Halifax but throughout the Province.

METHODOLOGY

A number of important operating principles was established to guide the Group, including;

- That the government and community representatives would work together in the spirit of partnership and co-operation necessary to meet the challenge of the Group's mandate.

- That the community members would bring their individual expertise as members of the Black community at large rather than as representatives of particular organizations.

In light of the short time available to do its work, the Group decided that it could not travel throughout the Province but would seek input from as wide a cross-section of individuals, agencies, government departments and community organizations as time permitted.

Recognizing that many attempts have been made toward progress on the issue of racism and race relations in Nova Scotia, the group consulted many reports, briefs and other documents produced in the past by various levels of government and many Black community groups and individuals.

Lastly, the Group committed itself to doing whatever was necessary to complete its work within the one month time frame that had been set for it. Though at times this seemed unattainable, the Group set itself a gruelling schedule and with the support of the staff of the Nova Scotia Department of Attorney General, the City of Halifax, and the federal Department of Multiculturalism and Citizenship produced a document which is not long on words but cuts, the Group hopes, to the heart of the issue.

RECOMMENDATIONS

Introduction

Canada is the only country in the world that has a Multiculturalism Act which has as its prime focus the removal of barriers of discrimination and ignorance that stand in the way of acceptance and respect. This means all the institutions of our national life – our policing and justice systems, our education systems, our health and social services, our media and cultural institutions and not least of all government itself – build upon the talents and abilities of all our citizens.

Nova Scotia has a Multiculturalism Act which encourages the recognition and acceptance of multiculturalism as an inherent feature of Nova Scotia society and which seeks to establish a climate for harmonious relations among people of diverse cultural and ethnic backgrounds without sacrificing their distinctive cultural and ethnic identities.

The federal and provincial governments have Human Rights Commissions. The Nova Scotia Human Rights Act prohibits discrimination in various areas including employment; accommodation; services and facilities; housing occupancy; sale of property; and membership in employee organizations, professional, business or trade associations, and volunteer organizations performing a public service.

Municipalities, key institutions and the private sector have embarked upon institutional change processes designed to ensure that their services and policies are sensitive to the multicultural reality of their jurisdictions.

The Black community has been and continues to be active in fighting racism, racial discrimination and their effects in all areas. This has been done through individual action, collectively and, in some instances, with the various levels of government as well as with other institutions.

Despite these important initiatives, the reality is that Nova Scotia has not yet succeeded in creating a society in which differences in race, colour and cultural background are respected. The Black community calls upon the public to look with them beyond the violent incidents of the past and focus on the root cause of the problem, which is racism.

Since 1606 Black people have lived in the Province of Nova Scotia. During this period, racism and racial discrimination have been part of their daily existence. These factors continue to act as barriers to equal opportunity and participation. The social and economic consequences bear out this fact. Today, Black Nova Scotians still do not enjoy equal access to jobs; their businesses have difficulty succeeding because they do not have access to adequate funding; the Black communities throughout the Province still do not benefit from economic development efforts; the education system does not reflect their history and experience; the criminal justice system does not treat them fairly; they are often negatively portrayed in the media; and they cannot gain equal access to places of entertainment such as bars.

While there are those who may argue that the Black community itself is the cause of all of its own problems, we must be conscious of the fact that of all of racism's insidious evils, one of the worst is to create and maintain conditions which breed victims and then hold the victims responsible for their fate.

Racism affects us all. It has devastating effects on the economic, social and cultural life of our society. A society that does not utilize the talents and potential of all its citizens and does not appreciate how its diversity can enhance its growth operates at a disadvantage.

The real value of a society is best judged by how the disadvantaged are treated. Racism is a scourge that society must eradicate. Confronting racism and racial discrimination in Nova Scotia therefore involves all aspects of our society.

The multicultural reality of Nova Scotia, in which Blacks are an established and integral part, must be recognized and brought into the decision-making process within the apparatus of all levels of government and within our institutions. This means ensuring that Blacks and visible minorities share the same opportunities to participate in the public life of this province as do members of any other group.

It means that our institutions must recognize that they cannot fulfill their mandates to serve society if they themselves are not representative of that society. It means that public services are not only accessible to all groups in society, but that they also must respond to these groups with sensitivity and an awareness of their needs.

And finally, it means that Nova Scotia society must begin to function with a new openness. All Nova Scotians--Black and non-Black alike -- must be prepared to examine their preconceptions.

To this end, the Advisory Group on Race Relations is making 94 recommendations under the seven general categories of Education; Employment/Economic Development; Black Community Participation and Access to Services; Policing, Justice and Human Rights; Black Community Development; Communications/Media; and Tourism and Culture.

Education

The acquisition of education is a key factor for the personal, social, economic and political independence of individuals.

Unfortunately, the educational history of Black Nova Scotians is characterized by a legacy of institutionalized racism. This continues to be demonstrated by exclusion, insensitivity, cultural genocide, stereotyping, discrimination and segregation.

These have led to, among other things, double and compound minority positions, inappropriate testing and promotion, under-employment, high dropout rates and teaching methods which do not respond to the needs of Black students. This experience has a drastic impact on the Black community because many people have been unable to develop to their full potential, thus reducing the power of the community.

Attempts have been made by the Black community and other institutions to make education in Nova Scotia relevant to the Black experience. Some school boards have formed committees linking them to the Black communities they serve. Some school boards have developed race relations policies and practices, while others have taken piecemeal and ad hoc approaches designed to make changes in support of the Black population.

There remains, however, no provincial race relations policy in the area of education; disproportionately few Black teachers; insufficient references to the Black experience in the curricula; and the undermining of the self-esteem of the Black child. The Black perspective, the Black experience and Black contributions to Nova Scotia society must therefore be institutionalized in the provincial education system.

It is therefore recommended:

1. THAT the Nova Scotia Department of Education incorporate anti-racist principles as a key element of the philosophy of education and that these principles be reflected in major documents such as the Nova Scotia Schools Act and all curriculum guides.

2. THAT the Nova Scotia Department of Education provide financial and philosophical support to race relations by appointing a Director of Race Relations, of Black origin who:

(i) reports directly to the Deputy Minister of Education;

(ii) is a member of senior decision-making bodies within the Department;

(iii) is responsible for the design and implementation of a comprehensive race relations policy and strategy within the Department and

provincial school boards in order to create an institutional change model to help eliminate systemic racism in all aspects of the educational system; and

(iv) liaises with internal and external individuals, associations and community groups to complete the mandate.

3. THAT the Nova Scotia Department of Education develop a comprehensive race relations policy with a clear strategy for implementation and require all school boards in the Province to do the same.

4. THAT the Nova Scotia Department of Education provide financial support to the Halifax County-Bedford District School Board race relations policies and programs and other school boards involved in implementing race relations policies and programs.

5. THAT the Nova Scotia Department of Education designate a position for the evaluation of the provincial curriculum, teaching and resource materials for the purpose of determining cultural and racial biases.

6. THAT the Public School Program and the Core Curriculum be amended to integrate anti-racist education into all curricula, resource materials, guides, etc.

7. THAT the Nova Scotia Teachers' Union review and amend, where necessary, its internal structure and philosophy to include a strong commitment to Affirmative Action/Employment Equity for Black Teachers within the Union.

8. THAT representatives of the provincial government, school board associations and the Nova Scotia Teachers' Union negotiate special provisions on Affirmative Action Employment Equity to be included in all provincial and school board collective agreements, including amendments, regarding hiring, promotion, termination and lay-offs of staff necessary to accommodate Affirmative Action Employment Equity for Black teachers.

9. THAT assistance be provided to schools of education in the Province of Nova Scotia to initiate Affirmative Action Employment Equity programs for the recruitment and training of Black teachers.

10. THAT cross-cultural and race-relations training be a mandatory component for all in-service and teacher training programs, including child-care teacher training.

11. THAT the Nova Scotia Department of Education extend its commitment to the Black Learners Advisory Committee beyond the current three-year mandate.

12. THAT an amendment be made to the Nova Scotia Department of Education Implementation Schedule No. A5-1989-90 for Senior High School Programs which incorporates Black Studies as a required credit for high school completion and

that a Task Force be struck to develop this Program as soon as possible but no later than September 1, 1993.

13. THAT the Nova Scotia Department of Education examine all assessment processes which stream black students into basic level programs, and ensure through study and comparative analysis that the tests and analyses that form the basis for these assessments do not contain cultural or racial biases which form real barriers to the advancement of Black students within the education and employment systems.

14. THAT the school boards and the Nova Scotia Department of Education, develop Youth Forums on racism at all schools each year with ongoing follow-up.

15. THAT all school boards and community groups develop models or replicate existing models, such as peer-mentoring, exchanges, workshops, and artistic endeavours as a means for improving race relations for all youth.

16. THAT all day care centres in Nova Scotia be encouraged to adopt programs and/or revise their curricula to incorporate positive Black images and perspectives.

17. THAT all levels of government provide adequate long-term funding for the Indigenous Black and Micmac Program at Dalhousie Law School and seek to provide internship programs and employment within the public sector and encourage the private sector to do likewise.

18. THAT all levels of government involved in the funding of special measures related to multiculturalism and race relations in Nova Scotia universities and colleges ensure that the effectiveness of these measures be evaluated.

19. THAT the Department of Education, in consultation with the Black community, immediately re-examine the purpose, guidelines procedure and distribution of funds available through the Black Incentive Fund and that an Annual Report be issued and made available to the public.

Employment/Economic Development

The main economic problems facing the Black communities in Nova Scotia are the lack of employment and the lack of a strong economic base. As a result of systemic racism, among other things, Black people are the victims of one of the highest rates of unemployment in the Province. In addition, they also have a high rate of underemployment. Black people are absent from decision-making positions and therefore their voice is not heard. White people with comparable or lesser backgrounds are more likely to be found in decision-making or higher paying positions.

These economic problems have serious negative consequences for the Black community and the Province. For example, there is evidence of an out migration of Black people, youth in particular, who could and should be able to make a useful contribution to their own home towns. Lack of employment opportunities leads to other problems such as barriers to home ownership and disqualification for funding through financial institutions.

Without land, home ownership and a strong economic base, Black people are left powerless. Powerlessness gives rise to frustration and low self-esteem.

It is therefore recommended:

1. THAT the Nova Scotia Region of Employment and Immigration Canada work with the Black communities of Nova Scotia to examine the feasibility of developing a strategy for the Black community similar to the "Pathways to Success" model being used in the Aboriginal community.

2. THAT all levels of government and the private sector work in cooperation with the Black communities in developing and funding economic development plans.

3. THAT all levels of government provide incentives to businesses to locate and/or develop in Black communities and to create employment for Black people at all levels.

4. THAT all levels of government in Nova Scotia designate large and small projects for Black businesses through Affirmative Action mechanisms such as "set asides" and contract compliance.

5. THAT the appropriateness of the criteria of the Black Entrepreneurial Program be re-examined by the Nova Scotia Department of Small Business Development in collaboration with the Black business community with a view to increasing its accessibility.

6. THAT the provincial and municipal governments of Nova Scotia adopt a mandatory contract compliance program.

7. THAT the federal government, through the Atlantic Canada Opportunities Agency (ACOA), allocate additional funding to the Black community for economic development.

8. THAT ACOA undertake a review of its initiatives in the Black community and develop strategies in cooperation with the Black business community to promote long-term economic development in designated areas.

9. THAT ACOA work in co-operation with the Black community in determining the composition of advisory committees for Black community projects.

10. THAT all levels of government, in cooperation with the private sector and the Black community, set up training programs relevant to current labour needs for Black people who receive social assistance or are underemployed. Such programs should incorporate a workplace training component and guarantee employment on course completion.

11. THAT all levels of government and the Black community work with the hospitality industry, and in particular the bars, to increase the numbers of Black people on staff at all levels in their establishments.

12. THAT all levels of government and the Black community work with all major private sector corporations and agencies in Nova Scotia to establish employment equity and affirmative action programs for Black people to increase their employment at all levels.

13. THAT the Public Service Commission of Canada, Atlantic Region, accelerate its efforts to encourage federal departments to hire and promote Black people in Nova Scotia.

14. THAT the government of Nova Scotia develop and implement a mandatory affirmative action program which will;

(i) increase representation of Black people in the Nova Scotia civil service;

(ii) provide advice on career development and promotion opportunities for Black people;

(iii) identify and hire Black people for senior management posts, including Deputy Minister positions.

15. THAT Deputy Ministers be held accountable for the implementation of affirmative action programs within their departments.

16. THAT the Minister responsible for the Civil Service Commission report to the legislature annually on the implementation of the government's Affirmative Action Employment Equity program.

17. THAT a Minister's Advisory Committee be set up with representation from the Black community to assist in the monitoring and implementation of the Affirmative Action Employment Equity program.

18. THAT the City of Halifax and other municipalities work actively with other institutions and levels of government to develop apprenticeship programs for Black people.

19. THAT all levels of government develop and/or expand summer employment and internship programs for Black students.

Black Community Participation and Access to Services

Historically, the Black community in Nova Scotia has not been represented or reflected in the decision-making process. Black people have been denied access to services taken for granted by the wider community. Black people have generally felt that the only reason for such denials have been the colour of their skin. The result has been a mistrust of the system – system that has traditionally failed to represent their interests and concerns.

These problems have translated to overt and subtle discriminatory practices which have ensured that Black people do not receive equal services and opportunities. This is borne out by the lack of transportation to many Black communities; access to entertainment venues; participation on boards, commissions and committees; or representation on elected bodies. If Black Nova Scotians are to participate on an equal footing with their fellow citizens it is crucial that individuals and institutions involved in the delivery of services do so in a non-discriminatory fashion.

It is therefore recommended:

1. THAT the City of Halifax strike a committee of appropriate officials and members of the community to examine the impact of the number of bars on the quality of life in the city and to look into the possibility of the establishment of forms of entertainment and recreation other than bars.

2. THAT the Nova Scotia Liquor Control Act be amended to include racial harassment as grounds for an establishment to lose its license and that the Minister responsible for the Act closely monitor the Liquor Licensing Board's implementation of this recommendation.

3. THAT all levels of government take the lead in collaboration with the hospitality industry and the community in developing a mandatory cross-cultural/anti-racist training program for all employees of the hospitality industry. It is stressed that these programs be conducted by trainers who are culturally sensitive.

4. THAT all municipalities amend their existing regulations to ensure that all taxi drivers be required to undertake mandatory cross-cultural and anti-racist training programs referred to in Recommendation 3 as a prerequisite to obtaining a licence. Taxi drivers holding existing licences should be required to undergo this training by January 1, 1994.

5. THAT Public Transit employees in all municipalities in Nova Scotia be required to undertake the mandatory cross-cultural and anti-racist training referred to in Recommendation 3.

6. THAT the employees of all federal and provincial government departments receive ongoing cross-cultural and anti-racist training.

7. THAT the federal and provincial governments and the Union of Nova Scotia Municipalities work with the Maritime Municipal Training and Development Board to establish a comprehensive Race Relations Training Program for municipal officials and employees in the Province.

8. THAT the federal and provincial governments provide funding to the Nova Scotia Commission on Drug Dependency to work in conjunction with the Black community to develop special outreach programs for drug awareness and drug prevention and that the private sector be encouraged to support and participate in these initiatives.

9. THAT all municipal planning departments throughout the Province show greater sensitivity to the concerns of Black Nova Scotians and seek input from the Black community when making planning and development decisions.

10. THAT land near Black communities throughout Nova Scotia not be considered for landfill sites, incinerators or composting facilities given the long history in Nova Scotia of insensitive planning and development decisions (i.e. Africville dump in Halifax, Crichton Avenue dump in Dartmouth). The Advisory Group further recommends that no landfill sites be located near any dwellings or residential communities bearing in mind environmental considerations.

11. THAT private corporations and key public institutions be encouraged to increase the participation of Blacks in leadership roles on boards, committees, advisory bodies, commissions, etc.;

12. THAT all levels of government work together to find an acceptable solution to the concerns expressed by the Africville Genealogy Society.

13. THAT the Government of Nova Scotia, through the Department of Natural Resources, make Land Title Clarification a priority in Black communities throughout Nova Scotia.

14. THAT the Government of Nova Scotia make funds available to the Department of Natural Resources to hire more staff in order to facilitate the process of Land Title Clarification applications by members of the Black community and that all such requests be completed by 1994.

Policing, Justice and Human Rights

The issue of police/minority relations is undoubtedly one of the greatest challenges within the field of race relations today.

Over the past decade, a number of national initiatives has been undertaken to deal with the dissonance between the police and the visible minority community. These initiatives have generally focused on the three main areas of intercultural training; recruitment/selection; and police/visible minority relations.

While reaction across the country has been more or less favourable to these efforts, in Nova Scotia these attempts at reform have been perceived as inadequate and have failed to inspire the desired confidence in the Black community.

Black people in Nova Scotia are convinced that they are not policed in the same manner as their white counterparts. They point to the inability of members of their community to become members of the force; the hasty and often unnecessary use of force in altercations involving members of the community; the frequent expression of derogatory attitudes; and the lack of awareness of and sensitivity to Black Nova Scotia culture.

These complaints have not gone completely unnoticed and while the general response of the police community has been measured, there has been a clear indication that some members of senior police management in Nova Scotia are committed to change.

Institutional change, however, requires the introduction of special mechanisms within a specified time-frame which will improve effective policing within the Province. Blacks and all Nova Scotians must be able to see the police as providing service to all with fairness and balance.

The challenge to police departments becomes one of increasing public confidence by opening their processes to scrutiny and by clearly demonstrating credible measures to eliminate those organizational factors which perpetuate discrimination.

The community, on the other hand, must work with the police and come to a clear understanding of how police departments function and to suggest ways to improve the quality of life within their neighbourhoods.

As well, the institutional change process in Nova Scotia requires the supervision of a modern police commission that is appropriate to the needs of a culturally diverse society and the long term and consistent support of government.

In addition to the issue of policing, members of the Black community have, over the years, expressed many concerns about their treatment by the justice and corrections systems and about the role of the Nova Scotia Human Rights

Commission as a mechanism to combat racism and racial discrimination in the Province.

Therefore, it is recommended:

1. THAT in January 1992, the government of Nova Scotia provide a coordinated cross-government update on its implementation of the recommendations of the Marshall Royal Commission Report.

2. THAT a comprehensive communications strategy targeted to the Black community be developed for the release of the January 1992 update and that this strategy include meetings with the Black community.

3. THAT the Legal Aid office proposed to serve the Eastern Shore and Preston areas (January, 1991 Nova Scotia Government updated response to Rec.#34 of the Marshall Royal Commission) be located in the Preston area in order to provide increased access to legal services by the Black community.

4. THAT government continue to provide funding for legal aid services in Nova Scotia and that the Nova Scotia Legal Aid Commission give consideration to improving its outreach efforts to Black communities throughout the Province.

5. THAT the federal and provincial governments ensure that all judges receive mandatory ongoing cross-cultural, anti-racist training to enable them to be more sensitive to the needs of Black clients.

6. THAT the Nova Scotia Department of Solicitor General work with the federal correctional authorities and the Black community to ensure that issues raised in Marshall Report recommendation #19 (Correctional Services), as it pertains to the Black community, are dealt with immediately.

7. THAT the Multiculturalism Act of Nova Scotia be amended as follows:

   a) Section 3 dealing with the purpose of the Act be amended to specifically include the elimination of racism and racial discrimination;

   b) Section 4 of the Act which provides for the establishment of a Cabinet Committee on Race Relations be amended to include the Attorney General, the Solicitor General, the Minister of Community Services and Minister responsible for the Civil Service;

   c) under Section 4 of the Act, a new clause be added to include the establishment of a Race Relations Secretariat headed by a senior Civil Servant that will:

      - work with all departments and agencies of the government to ensure that their policies, programs and services are delivered in accordance with the spirit of the Multiculturalism Act of Nova Scotia.

- develop a comprehensive public education strategy that will inform all Nova Scotians that racism and racial discrimination will not be tolerated and emphasize the importance of all members of society in the development of our citizenship.

- provide support for community groups and institutions committed to promoting institutional change and equality of opportunity for all Nova Scotians.

- commission research on issues related to racism and racial discrimination.

These activities should be undertaken in a manner sensitive to the Black population of Nova Scotia.

d) Section 6 of the Multiculturalism Act be amended to include a clause which stipulates that the Minister responsible for Multiculturalism shall table in the Provincial Legislature, no later than March 31 of each year, a report on the implementation of the Act;

8. THAT the role of the Multiculturalism Advisory Committee be reviewed for the purpose of assessing its effectiveness on race relations issues.

9. THAT the governments of Canada and Nova Scotia fund a study to examine the status of Black people in the legal profession in Nova Scotia.

10. THAT the federal Minister of Constitutional Affairs sponsor a meeting as soon as possible for Blacks and visible minorities in Nova Scotia to elicit their views on constitutional reform.

11. THAT the Nova Scotia Working Committee on the Constitution seek input from Blacks and visible minorities in Nova Scotia.

12. THAT all police commissions and senior police management in Nova Scotia carefully review current recruitment and promotional practices in order to create more opportunities for Black people and other visible minorities through affirmative action programs and similar positive policies.

13. THAT all police forces in Nova Scotia establish policies prohibiting racial slurs and stereotyping by police personnel and that disciplinary sanctions be imposed upon violators.

14. THAT all police departments be encouraged to establish a Police Minority Liaison Committee composed of senior officials of the Police Department, representatives of the Black community and police unions.

15. THAT police departments in the Province be encouraged to develop an inventory of Black police officers across the country who may be willing to relocate to Nova Scotia in cases where Black officers cannot be hired locally.

16. THAT all police forces establish incident review Boards/Committees to include Black representation, where appropriate, and that all municipal police commissions be encouraged to reflect the racial diversity of the communities they serve.

17. THAT all levels of government require mandatory cross cultural training of all police personnel within its jurisdiction and that this training be carried out in conjunction with the community.

18. THAT in order to ensure the maintenance of a policing function that stresses service and improves the relationship between Blacks and the police, that a Task Force be established, with at least two members of the Black community and experts in policing, to review the Nova Scotia Police Act and to provide recommendations in the following areas by April 1992:

- Recruitment, hiring and promotion
- Training and Standardization
- The Police Commission
- Community relations
- Use of force
- Eradication of racial slurs and stereotyping
- Monitoring mechanisms

19. THAT the Government of Nova Scotia amend the Human Rights Act to enable the Nova Scotia Human Rights Commission to streamline its approval process for the adoption and implementation of mandatory affirmative action programs within public and private sector organizations.

20. THAT the Government of Nova Scotia recognize the expanding mandate and responsibilities of the Human Rights Commission and provide, where necessary, additional staff and resources to facilitate increased services to the community and employers in the areas of public education, research, legal counsel and affirmative action.

21. THAT the federal and provincial governments reinstate the Black Court Workers Program and provide Black liaison workers for the correctional centres.

Black Community Development

The fact that Nova Scotia's Black community has survived for so long, against all odds, is in itself a miracle. Were it not for their deep faith in God, coupled with the support of family and community, it is doubtful that they could have survived either the genocide implicit in the institution of slavery or the subsequent tyranny of second class citizenship. After more than 300 years, Black Nova Scotians still bear the scars inflicted by many generations of countless injustices including systemic racism and racial discrimination. The result has been a mistrust of the system and a profound sense of disillusionment, abandonment and frustration.

Over the years, Black community groups and organizations (i.e. the Black United Front, the African United Baptist Association of Nova Scotia, the Black Educators Association, the Association of Black Social Workers, the Congress of Black Women, the Cultural Awareness Youth Group and the Black Cultural Society) have played a major role in seeking ways to address these long-standing inequities. While some progress has been made, there remains much work to be done to facilitate the participation and integration of Blacks into mainstream society at all levels.

Experience has shown that there is a need for the Black community to come together for the purpose of devising a comprehensive strategy to deal with the problems of the 1990's. To this end, support for Black community organizations, institutions and leadership is paramount in building morale for the struggle toward self determination.

It is therefore recommended:

1. THAT the Black community actively encourage its members to make application to all levels of governments for positions on Boards, Commissions and Committees

2. THAT the Black community work in co-operation with existing public legal education bodies to hold seminars so that Black people, particularly the youth, can be specifically instructed on the Canadian Charter of Rights, Human Rights Law and other legislation regarding their rights under the law.

3. THAT the Black community in cooperation with the mass media and with the various levels of government, explore ways in which they may develop their media skills and thus enhance the possibility of securing employment in the media industry.

4. THAT the Black community-based organizations be encouraged to work toward a partnership with school boards and parents, to promote increased home and school interaction.

5. THAT the provincial government provide long-term funding to the Cultural Awareness Youth Group (CAYG) of Nova Scotia to equip them to meet and

broaden their activities to include the youth throughout Nova Scotia and that municipal governments be encouraged to support specific initiatives within their jurisdictions.

6. THAT all levels of government make funds available to assist the CAYG in sponsoring a provincial Black youth conference on Race Relations to be held in February 1992.

7. THAT all levels of government provide financial and technical support to youth groups, in addition to the CAYG, which promote awareness and development within their communities.

8. THAT Black community organizations expand and/or develop ongoing mechanisms to inform themselves and the community of programs and initiatives established or undertaken by the various levels of government and public institutions.

9. THAT the Black community be encouraged to hold all-candidate meetings to elicit the views of candidates running for school boards and other elected offices on issues pertaining to the Black community and encourage its members to run for such positions.

10. THAT Black community organizations work with all levels of government institutions such as schools and churches and the private sector to implement Black role model programs.

11. THAT all levels of government be encouraged to provide financial and technical support to Black communities and organizations to develop long term community and organizational development strategies.

12. THAT the Nova Scotia Alliance of Provincial Black Organizations take the lead in co-ordinating a Black community response.

Communications/Media

The Black community of Nova Scotia has traditionally not received fair coverage by the mass media.

This lack of sensitivity by the media has often led to negative stereotyping of Black people, particularly in news items. The lack of visibility of Black people in the mainstream media, society's most powerful source of community, creates a serious breakdown in understanding and in reaching the Black community.

Therefore, it is recommended:

1. THAT the municipalities in Nova Scotia use community organizations and community media facilities to inform citizens of what initiatives are being undertaken to improve Race Relations in their cities.

2. THAT the public and private sectors encourage retailers in their advertisements to more realistically portray the diversity of peoples that make up Nova Scotia society.

3. THAT the government of Nova Scotia include in its Advertising Policy a requirement for representative depiction of visible and ethnic minorities in all of its advertising and communications.

Tourism and Culture

Black people have lived in Nova Scotia since the 1600's and yet many people remain unaware of the history of their existence and ignorant of their contributions to the Province.

Black communities around the Province contain many sites significant to the history of Nova Scotia yet the average Nova Scotian has no way of finding out about them.

Against all odds, Black Nova Scotians have made their mark as artisans, theologians, classical musicians, writers, teachers, doctors, lawyers, a judge and one senator to name just a few professions.

Through the work of Black community organizations such as the Society for the Preservation and Promotion of Black Culture, these gaps in knowledge are being filled but much more needs to be done.

Films by Sylvia Hamilton, plays such as "Tightrope Time" by Walter Borden, and the writings of such people as Maxine Tynes, Calvin Ruck, George Elliot Clarke, and David Woods serve as important mechanisms to promote greater awareness of the reality of life in Black Nova Scotia.

The committee therefore recommends:

1. THAT federal, provincial and municipal governments and private sector tourism promotional agencies, reflect the cultural diversity of our society in their workforce and promotional material especially at points of entry and other strategic locations.

2. THAT federal, provincial, municipal and private sector tourism promotion agencies promote Black tourist attractions and events.

3. THAT the Nova Scotia Department of Tourism and Culture encourage sight-seeing tour operators to ensure that Black tourist attractions are added to their itineraries.

4. THAT the Government of Nova Scotia erect road signs, at strategic locations, to direct motorists toward Black communities and historic sites within those communities.

5. THAT all levels of government provide additional funding and/or resources to record the history of Black people and explain Black historical sites.

6. THAT all levels of government be encouraged to provide financial and technical support to the cultural endeavours of the Black community.

CONCLUSION

The Advisory Group on Race Relations concludes this report trusting that copies will be widely distributed and the recommendations implemented.

The Group has been challenged to bring forth this information and these recommendations in a very short period of time. It will be a similar challenge for those who must respond within that same 30-day time frame.

It is the Group's feeling that as we have gone forward as community and government working together, so must continuing efforts go forward in the same manner and spirit to bring about real and positive results for the betterment of the Black community and Nova Scotia society as a whole.